

**INNOVATION AND PREPARATION THE FUTURE OF NAVY LEADERSHIP
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LITTLE CREEK, Va. -- Underway replenishments (UNREPs) are one of the most dangerous evolutions conducted on board Navy ships. There's always the potential for any number of mishaps. Due to the watchful eyes of Sailors such as rig and line captains, commonly seamen and third class petty officers, UNREPs are almost always completed safely and professionally.

Sailors performing leadership roles above their pay grade are not uncommon. To make sure these Sailors get the right leadership training at the right time, the Revolution in Navy Training's Center for Naval Leadership (CNL) is now aligning leadership training to the job Sailors perform and not to their rank. The Leadership Development Program (LDP) now allows all Sailors E-3 and above and officially assigned to an organizational leadership position to participate in the development of professional leadership.

"Previously, formal leadership training (then the PO2 Leadership training course) was not available to these first line leaders" said CNL Commanding Officer Capt. Douglas McDonald. "We are implementing a new Enlisted Leadership Development Program that ties the right training to the right Sailor at the right time ... no matter what their rank is. Not having leadership training tied to rank will allow all Sailors to capitalize on the opportunities along the Leadership Continuum at the most appropriate times throughout their careers."

The NAVADMIN 069/04, released March 24, describes the new Enlisted Leadership Development Programs and identifies the attendance policy and implementation details.

The first level of this sequential, progressive LDP is the First Line Leadership Development Program (FLLDP), which replaces the Petty Officer Second Class Leadership Training Continuum (LTC). This program is designed for all Sailors between E-3 and E-5 who are responsible for daily direction of subordinates, as seamen and petty officers are often put in these important positions.

The Primary Leadership Development Program (PLDP) is the second level of the new LDP, to replace the Petty Officer First Class LTC. It is designed for E-5 and E-6 Sailors who are assigned the divisional responsibilities of a leading petty officer.

The Advanced Leadership Development Program (ALDP) is the third level of LDP and is intended for first class petty officers and chiefs who are assigned the administration, supervision and training responsibilities of a divisional or departmental leading chief petty officer. This program replaces the Chief Petty Officer LTC. Two additional programs, the Command Leadership Development Program (CLDP) for E-8/E-9 and the Executive Leadership Development Program (ELDP) for FLTCM, CNOCM, etc., are currently under development by the Center for Naval Leadership.

In view of the LPD's linkage to leadership positions vice pay grades, the NAVADMIN further identifies changes in LDP completion requirements. Successful completion of the LDP is no longer required for participation in the First Class Petty Officer Advancement Examinations or to be eligible for the E-8 selection boards. However, for E-6 personnel, the Primary Leader Development Program (PLDP), or the former PO1 LTC, remains a requirement to participate in the E-7 advancement exam.

“These changes should not be interpreted as dropping the requirement for LDP completion. The skills developed and knowledge gained through timely completion of

the appropriate LDP for the assigned leadership position is vital for our Sailors to be properly equipped for their leadership roles,” said McDonald. “LPD completion will be documented in the Sailor’s electronic training jacket and Five Vector Model (when active).”

The NAVADMIN further states that LDP completion will have career, assignment and detailing implications. “Our goal is to set our Sailors up for success by providing LDPs that will develop the knowledge, skills and abilities required to maximize their leadership potential throughout their careers,” CNL Command Master Chief Norman Wood said.

"This change is good for Sailors because it allows them the flexibility to receive training and serve in positions they may not have had an opportunity to serve in before," Wood said.

Navy Leadership Development Programs are offered at CNL Learning Sites (formerly Naval Leader Training Units) at Coronado, Lemoore and Ventura County, Calif.; Little Creek, Va.; Ingleside, Texas; Naval District Washington, Washington, D.C.; Bangor and Whidbey Island, Wash.; Great Lakes, Ill.; Newport, RI; Groton, Conn.; Kings Bay, Ga.; Mayport and Pensacola, Fla.; Sigonella, Sicily; Rota, Spain; Yokosuka, Japan; and Pearl Harbor, Hawaii. Additionally, FLDP, PLDP and ALDP are offered at 78 sites world wide through CNL’s Mobile Training Teams (MTT). To learn more about the Leadership Continuum, and to access online leadership learning resources, visit the Center for Naval Leadership page on Navy Knowledge Online at www.nko.navy.mil